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Utah LABOR MARKET REPORT

JUNE 1985

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WHERE ARE WE?

Utah's current business expansion is now well into its second year. During this period nearly 70,000 new jobs have been created allowing 20,000 jobless workers to leave the unemployment rolls. This improvement has occurred despite the loss of 6,000 mining jobs.

The first year of economic recovery was keyed by extraordinary growth in construction and manufacturing. These two industries are still maintaining high levels of activity; however, the pendulum has now swung to services and trade in terms of new jobs generated. The new services and trade jobs are certainly nice to have, but are generally not as high paying or stimulative as basic industry employment.

With the expansion showing its age, the pace of economic growth has slowed. This is aptly demonstrated by reviewing movements of the State's seasonally adjusted unemployment rate. The rate has hovered mostly in the 6.0 to 7.0 percent range since June 1984. During the previous 18 months of the recovery it plunged three percentage points.

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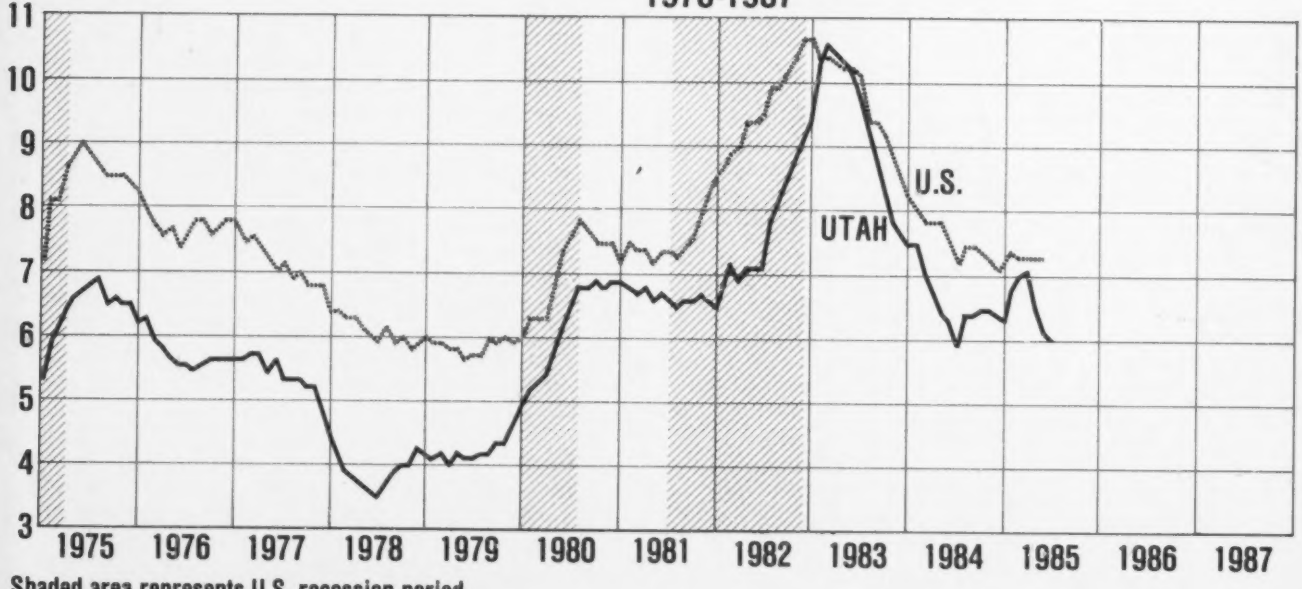
UNEMPLOYMENT RATE, UTAH AND THE U.S.
(Seasonally Adjusted)
1975-1987



Shaded area represents U.S. recession period determined by National Bureau of Economic Research.

Source: Utah Department of Employment Security.

UTAH DEPARTMENT OF EMPLOYMENT SECURITY — JOB SERVICE

Utah's current position in the business cycle has just been briefly discussed. It shows the rapid recovery phase has been left far behind, with the economy settling in at a lower rate of growth. The real question, then, is does the labor market have enough pop left to propel the expansion into next year? Let's take a look at some local and national economic statistics to see if they offer any clues.

CONSTRUCTION ACTIVITY REMAINS HIGH

Historically, one of the first signals of decline or revival in Utah's business community is new dwelling unit permits. They represent an important local economic process—the allocation of land, labor, and capital for a commodity in anticipation of future demand for that good. This series, though, is very hard to decipher because of its erratic behavior.

Seasonally adjusted new dwelling unit permits have achieved three consecutive monthly increases, hardly indicating the onset of a recession. Nearly half of all permits issued so far in 1985, however, have been for apartments and condominiums. The most recent drop in the prime interest rate should help spur additional single family unit housing in future months.

The exceptionally high levels of nonresidential construction last year were a real boon to Utah's economy. Well, this contribution is continuing. During the first five months of 1985 nonresidential construction valuation was slightly ahead of valuation during the same period a year ago. Inasmuch as 1984 was a record breaking year, 1985 is in good company.

MANUFACTURING HOLDING STEADY

Average weekly hours worked in manufacturing is another closely followed indicator of future economic activity. Its importance in determining local cyclic behavior is highlighted in the following explanation by Paul J. Kozlowski. "Given uncertainty and institutional factors, firms are likely to adjust to an initial increase in demand by raising the number of hours worked before hiring more workers. On the other hand, a slow down in the rate of increase in demand that typically occurs during the later stages of an expansion is likely to result in a drop in hours worked prior to a reduction in the work force." [1]

Average weekly hours worked in manufacturing in Utah are not predicting big increases in demand; nor are they hinting of a drastic slow down. Seasonally adjusted hours rose slightly from April to May, going from 39.5 to 39.8. For the last several months they have been hanging around 40.0 hours. Staying level is not bad considering the Kennecott closure, reduced activity in the State's electronic industries, and the mature stage of the expansion.

UNEMPLOYMENT DOWN — NONAGRICULTURAL JOB GROWTH REMAINS STRONG

Any analysis of Utah's labor market would not be complete without reviewing developments in unemployment and nonfarm job growth. The State's seasonally adjusted unemployment rate was estimated at 6.0 percent in June, a slight decrease from May's 6.1 percent. This is the lowest Utah jobless rate since the expansion started, except for last June's 5.9 percent. The recent downward movements of the unemployment rate also don't foretell a recession.

Nonfarm employment reached almost 628,000 in June 1985, 24,000 more than in June 1984. Since December 1984 about 10,000 jobs have been added to the labor market, not a recession pace for job growth.

GOOD NEWS ON THE NATIONAL FRONT

Recent favorable national economic news gives renewed hope of sustaining business activity. One of the biggest developments was another drop in the prime interest rate. It has decreased to 9.5 percent at many banks, the lowest in five years. The Gross National Product (GNP) rebounded from a paltry 0.3 percent annual growth rate in first quarter to a 3.1 percent annual growth rate in second quarter (flash estimate by the Commerce Department). The national index of leading indicators also advanced in May, recording a 0.7 percent increase from April.

SITTING RATHER NICELY

Considering all these indicators, it should be reasonable to expect continuing moderate business expansion for the remainder of 1985 and into the first half of 1986—particularly in view of the recent drop in the prime rate and the resurgence in second quarter GNP. These developments are not normally the type that portend a recession.

Nevertheless, not all recent economic happenings have been hunky-dory. For example, if GNP in the second quarter would have matched first quarter levels, we would have been perilously close to a recession. One major problem dragging down GNP is the huge trade deficit. In addition, our domestic budget deficit continues to cause great uncertainties about our economic future.

If the national economy sinks, so will Utah's. We also have our own specific problems, mainly our faltering mining industry. It appears though, that these difficulties can be offset in the immediate future.

[1] Paul J. Kozlowski, *A Local Index of Leading Indicators: Construction, Uses, and Limitations*, (W.E. Upjohn Institute of Employment Research, October 1977, Page 15).

UNITED STATES CONSUMER PRICE INDEX — ALL ITEMS
1967 = 100

Year	January	February	March	April	May	June	July	August	September	October	November	December	Annual Average	% Change from Prior Year
1967	98.6	98.7	98.9	99.1	99.4	99.7	100.2	100.5	100.7	101.0	101.3	101.6	100.0	2.8
1968	102.0	102.3	102.8	103.1	103.4	104.0	104.5	104.8	105.1	105.7	106.1	106.4	104.2	4.2
1969	106.7	107.1	108.0	108.7	109.0	109.7	110.2	110.7	111.2	111.6	112.2	112.9	109.8	5.4
1970	113.3	113.9	114.5	115.2	115.7	116.3	116.7	116.9	117.5	118.1	118.5	119.1	116.3	6.0
1971	119.2	119.4	119.8	120.2	120.8	121.5	121.8	122.1	122.2	122.4	122.6	123.1	121.3	4.3
1972	123.2	123.8	124.0	124.3	124.7	125.0	125.5	125.7	126.2	126.6	126.9	127.3	125.3	3.3
1973	127.7	128.6	129.8	130.7	131.5	132.4	132.7	135.1	135.5	136.6	137.6	138.5	133.1	6.2
1974	139.7	141.5	143.1	143.9	145.5	146.9	148.0	149.9	151.7	153.0	154.3	155.4	147.7	11.0
1975	156.1	157.2	157.8	158.6	159.3	160.6	162.3	162.8	163.6	164.6	165.6	166.3	161.2	9.1
1976	166.7	167.1	167.5	168.2	169.2	170.1	171.1	171.9	172.6	173.3	173.8	174.3	170.5	5.8
1977	175.3	177.1	178.2	179.6	180.6	181.8	182.6	183.3	184.0	184.5	185.4	186.1	181.5	6.5
1978	186.9	188.3	189.8	191.3	193.2	195.1								
-U	187.2	188.4	189.8	191.5	193.3	195.3	196.7	197.8	199.3	200.9	202.0	202.9	195.4	7.7
-W	187.1	188.4	189.7	191.4	193.3	195.3	196.7	197.7	199.1	200.7	201.8	202.9	195.3	7.6
1979-U	204.7	207.1	209.1	211.5	214.1	216.6	218.9	221.1	223.4	225.4	227.5	229.9	217.4	11.3
-W	204.7	207.1	209.3	211.8	214.3	216.9	219.4	221.5	223.7	225.6	227.6	230.0	217.7	11.5
1980-U	233.2	236.4	239.8	242.5	244.9	247.6	247.8	249.4	251.7	253.9	256.2	258.4	246.8	13.5
-W	233.3	236.5	239.9	242.6	245.1	247.8	248.0	249.6	251.9	254.1	256.4	258.7	247.0	13.5
1981-U	260.5	263.2	265.1	266.8	269.0	271.3	274.4	276.5	279.3	279.9	280.7	281.5	272.4	10.4
-W	260.7	263.5	265.2	266.8	269.1	271.4	274.6	276.5	279.1	279.7	280.4	281.1	272.3	10.2
1982-U	282.5	283.4	283.1	284.3	287.1	290.6	292.2	292.8	293.3	294.1	293.6	292.4	289.1	6.1
-W	282.1	282.9	282.5	283.7	286.5	290.1	291.8	292.4	292.8	293.6	293.2	292.0	288.6	6.0
1983-U	293.1	293.2	293.4	295.5	297.1	298.1	299.3	300.3	301.8	302.6	303.1	303.5	298.4	3.2
-W	292.1	292.3	293.0	294.9	296.3	297.2	298.2	299.5	300.8	301.3	301.4	301.5	297.4	3.0
1984-U	305.2	306.6	307.3	308.8	309.7	310.7	311.7	313.0	314.5	315.3	315.3	315.5	311.1	4.3
-W	302.7	303.3	303.3	304.1	305.4	306.2	307.5	310.3	312.1	312.2	311.9	312.2	307.6	3.4
1985-U	316.1	317.4	318.8	320.1	321.3									
-W	312.6	313.5	315.3	316.7	317.8									

-U = CPI for all urban consumers. -W = CPI for urban wage earners and clerical workers.

Source: Prepared by the Utah Department of Employment Security from tabulations published by Bureau of Labor Statistics, United States Department of Labor.

ACCRA* COMPOSITE COST-OF-LIVING COMPARISONS FOR SELECTED METROPOLITAN AREAS

FIRST QUARTER 1985

Component Index Weights:	100%	17%	22%	11%	13%	7%	30%
City	All Items	Groceries	Housing	Utilities	Transportation	Health Care	Miscellaneous
U.S. Average	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Salt Lake City, Utah	**101.2**	**101.8**	**99.9**	**92.9**	**103.8**	**97.9**	**104.4**
Provo-Orem, Utah	**96.6**	**105.3**	**90.7**	**72.8**	**99.7**	**101.3**	**102.3**
Western States							
Phoenix, Arizona	104.7	100.3	112.9	100.0	106.7	118.0	99.0
Sacramento, California	108.9	104.3	117.0	66.0	120.9	148.4	107.0
San Diego, California	116.4	96.4	161.1	77.8	127.3	125.0	102.3
Denver, Colorado	107.0	101.5	139.4	74.8	106.6	102.6	99.5
Portland, Oregon	106.8	106.9	104.3	71.3	122.3	139.6	107.4
Billings, Montana	104.0	111.8	118.7	73.8	95.4	112.8	101.4
Reno-Sparks, Nevada	109.6	109.1	129.4	86.1	99.2	117.8	106.7
Albuquerque, New Mexico	102.3	105.5	110.8	71.8	106.3	107.5	102.4
Tacoma, Washington	102.1	102.2	106.7	52.2	100.9	140.0	108.6
Casper, Wyoming	103.5	110.9	93.0	96.7	101.4	111.8	108.5
Other Areas							
Atlanta, Georgia	103.8	91.4	109.0	125.1	99.6	100.2	101.8
Indianapolis, Indiana	96.9	96.9	99.5	95.2	107.4	91.7	92.3
Kansas City, Missouri	99.8	98.8	102.9	92.7	99.9	104.0	99.5
New York, New York	134.4	114.3	168.9	170.3	118.5	161.7	107.9
Houston, Texas	109.0	108.0	103.1	123.7	111.1	105.8	108.4
Highest City	142.0 Anchorage, AK	140.8 Anchorage, AK	170.8 Anchorage, AK	170.3 New York, NY	129.5 Ancorage, AK	180.2 Anchorage, AK	133.9 Anchorage, AK
Lowest City	88.2 Pueblo, CO	85.8 Clinton, MO	69.6 Gadsen, AL	52.2 Tacoma, WA	80.6 Janesville-Beloit, WI	75.3 Fayetteville-Springdale, AR	89.9 Joplin, MO

Note: These indexes give a "reasonably accurate" measurement of intercity cost-of-living differencs. They measure relative price levels in participating cities, as compared with the national average of 100, and are a comparison of prices at a single point in time. They do not measure inflation (price changes through time). Percentage differences between cities should not be considered as exact measures. Spreads of three or fewer index whole numbers in the All Items index do not represent statistically significant differences and may not show which city is more expensive. Differences of more than three whole numbers in the All Items index can be considered to represent actual inter-city differences in costs of consumer goods and services; but the differences should be considered a reasonable indication rather than a precise measure of the extent of difference.

Source: *American Chamber of Commerce Researchers Association.

VALIDITY GENERALIZATION: AN ENHANCEMENT TO EMPLOYEE SELECTION

A new dimension in testing to aid in selection of entry-level employees is now available at all Job Service offices in Utah; it is called **validity generalization or VG**. Although testing to select workers has been used for many years, the way that Job Service now uses its General Aptitude Test Battery (GATB) is new. In plain terms, VG means there is now a valid test to determine the likelihood of a job applicant's success on the job. The process can be generalized to fit all jobs in the world of work. It also means that Job Service can provide employers with better test results, and refer applicants who possess tested abilities for job success.

Validity Generalization: An Outcome of Rigorous Research

Validity generalization, as applied to the GATB, was developed through years of research by leading industrial psychologists (Hunter, 1980; Hunter & Schmidt, 1982; Pearlman, 1982) using occupational data collected by the United States Employment Service. This research has established the validity of the GATB as a predictor of performance for all jobs. Research has also demonstrated that all 12,000 plus jobs in the **Dictionary of Occupational Titles** could be reduced to five levels of complexity, permitting them to be grouped into job families. Subsequently, using state-of-the-art statistical procedures, the researchers established that the nine aptitudes measured by the GATB are actually derived from three underlying general abilities which, when properly combined and weighed, would provide the maximum useful validity for each of the job families.

Comparison Among Applicants Enhanced by VG

Using VG procedures, an individual's GATB scores can be appropriately weighed to match each of the five job families and converted to percentile scores. Applicant scores now can be ranked and referrals to employers made on a top-down basis. By providing percentile scores to employers, better comparisons of applicants' tested abilities can be made than with the existing Specific Aptitude Test Battery (SATB) System. Under the SATB System, referrals are determined by applicants meeting or exceeding a cutoff score; and specific score information is not given to employers. What this all means is that the Employment Service now has a valid test of potential abilities for all jobs, can provide employers with better information on test results, and can provide better service to applicants through more accurate identification of their potential for job success.

Ability Tests Predict Job Success Better

Research has proven that ability tests are by far the most accurate method for predicting future performance in entry-level jobs. In fact, as indicated by the table below, ability tests are about three times better than experience and almost four times better than the interview at predicting future job performance.

Mean Validities For Selected Predictors of Future Job Performance for Entry-Level Jobs

Predictor	Mean Validity
Ability composite	.53
Job tryout	.44
Biographical inventory	.37
Reference check	.26
Experience	.18
Interview	.14
Training and experience ratings	.13
Academic achievement	.11
Education	.10
Interest	.10
Age	—.01

Source: J.E. Hunter and R. Hunter, "Validity and Utility of Alternative Predictors of Job Performance," **Psychological Bulletin**, Vol. 96, No. 1, (1984), pp. 72-98.

Readers not familiar with the interpretation of the validity coefficients expressed in the table should note that they do not express percentages of individuals succeeding or failing on the job. Rather, they describe how well a selector corresponds or correlates with ratings of job performance. The higher the validity coefficient, the more accurate the predictor. This comparatively high validity coefficient for ability tests has strong economic implications for business and industry. The economic impact of validity generalization, as well as the effects that testing might have for job seekers, will be discussed below.

Labor Costs Reduced by VG

The difference in validity between tests and the alternate selectors reported above can mean tens or even hundreds of thousands of dollars in savings to the Nation's economy and to the average firm. A study conducted for the National Science Foundation estimates the productivity loss per year to the U.S. economy from poor employee selection to be on the order of $80 - 100 billion (Hunter and Schmidt, 1982). Other studies, using widely accepted formulas for determining the dollar benefit of using tests in selecting applicants, have confirmed these figures. For example, Hunter (1983) points out that "The U.S. Employment Service placed 4,022,019 applicants in jobs in 1980. If the U.S. Employment Service had made optimal use of their test battery, the GATB, then the potential savings to employers would have been $79.36 billion in 1980."

Gains at the national level are spectacular, but the same utility formula used by Hunter can be applied to an average sized company for a more comprehensible model. For instance, take an industrial firm that employs about 500 production workers with an annual turnover of 20 percent or 100 workers. Assume that average tenure is about three years and the company's starting wage is $15,000 per year. If this firm hires four out of 10 applicants using the ability test, the utility formula:

$$U = NTr_{xy}s_y\overline{x},$$

where:

N = number hired

T = average tenure of those hired

r_{xy} = true validity of the test for predicting job performance

s_y = standard deviation of performance expressed in dollars (usually about 40 percent of wages)

$\overline{x}$ = selection ratio converted to an average predictor score

would yield:

$$U = (100)(3)(.53)\ (.40)(15{,}000)\ (.97) = \$925{,}380$$

In other words, the company would realize a dollar savings of $925,380 by using the test as opposed to random selection. If instead, the company used only the interview for selecting employees, then the formula would yield:

$$U = (100)(3)(.14)\ (.40)(15{,}000)\ (.97) = \$244{,}440$$

The difference then for one medium sized industrial firm using ability tests instead of the interview in selecting entry-level workers would be about $680,940 per year.

Employer Reaction to VG Enthusiastic

While these dollar savings are very large, there are other reasons for using the Job Service testing program. As the personnel director of one large Eastern firm stated in a paper presented at the 1984 conference for the American Society for Personnel Administration, Region IV, "A recent pilot project in which new scoring procedures and validity generalization (VG) concepts have been applied to the GATB, may revolutionize the private sector's willingness to use the GATB for entry-level selection. Within the pilot project, job applicants are administered the GATB and ranked by percentile score within a particular job family. To employers, this approach provides four major advantages, including:

1. The opportunity to use GATB test results even when hiring into jobs for which no specific validation study has been done (by utilizing Validity Generalization).

2. The opportunity to select by ranking applicants and selecting 'top-down' (rather than being required to use a low-cutoff approach).

3. The safety from litigation of using a Department of Labor (DOL)-approved system which is structured to prevent problems with adverse impact.

4. A final advantage to employers (this one is not new) is that the United States Employment Service (USES) administers and scores the GATB without charge.

These four factors combine to provide a high utility and potentially very attractive selection device for **any** private sector employer."

The personnel director went on to describe how the GATB-screened, new-plant employees exceeded carefully selected comparison groups in 13 out of 14 measures for which data were available.

In Utah, many companies have already begun using this newly implemented selection procedure. One Salt Lake firm reported that since they started using VG, they hire 8 to 9 of every 10 referrals made from Job Service. Before they began listing their openings with Job Service, they had to screen about 1,500 applicants annually and hired only about 1 of 10 interviewed. The savings to this employer in time alone is obvious.

VG Benefits Job Seekers Too

Although VG and testing in general primarily benefit employers in the selection of workers, there are also benefits to applicants. Under VG principles, job seekers may "qualify" for occupations for which they had not previously been considered. Applicants also stand a better chance of being referred on jobs where they can be successful, thereby improving job satisfaction and reducing turnover.

Because of these advantages, the response to validity generalization testing has been positive, and Job Service offices across the country are incorporating this new procedure. Nationwide, about 30 State Employment Services have made the operational adjustments needed to implement VG and that number is expected to increase to over 40 by the end of 1985.

VG Requires Employment Service Offices to Adapt

Since VG testing is expected to result in massive increases in testing, most Utah Job Service offices are, within limits of existing resources, reorganizing their staff, physical facilities and procedures to accommodate the new system. The Salt Lake Job Service office plans to begin a full-scale VG program in June where they will test approximately 80 percent of all applicants and refer tested applicants on a top-down basis on most job order requests. Currently, Salt Lake and most other offices are sending tested applicants by employer request. Exact procedures for selection and referral will, of course, remain an employer option.

NOTE: Documentation of the scientific foundation of VG is contained in a series of USES test research reports numbered 43 - 47. These publications are available through the Western Test Development Field Center, P.O. Box 11249, Salt Lake City, Utah 84147, or by phoning 533-2219.

TABLE 1. CIVILIAN LABOR FORCE IN UTAH

	June 1985(f)	June 1984	% Change	May 1985(p)	May 1984	% Change	Apr. 1985(r)	Apr. 1984	% Change
CIVILIAN LABOR FORCE	741,600	729,700	1.6	730,700	719,400	1.6	730,900	711,400	2.7
Employed	695,800	684,900	1.6	686,500	674,300	1.8	683,000	665,300	2.7
Unemployed	45,800	44,800	2.2	44,200	45,100	—2.0	48,000	46,100	4.1
Percent of Labor Force	6.2	6.1	—	6.0	6.3	—	6.6	6.5	—
Percent of Labor Force Seasonally Adjusted	6.0	5.9	—	6.1	6.3	—	6.5	6.4	—

f = forecast, p = preliminary, r = revised. This forecast unemployment rate represents an advanced estimate consistent with the definition applicable to the CPS rate. This forecast rate should not be used for federal funding applications.
Source: Utah Department of Employment Security, Labor Market Information Services. Prepared in conjunction with U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 2. EMPLOYEES ON NONAGRICULTURAL PAYROLLS, BY INDUSTRY, IN UTAH

	June 1985(f)	June 1984	% Change	May 1985(p)	May 1984	% Change	Apr. 1985(r)	Apr. 1984	% Change
Total	627,900	603,700	4.0	622,400	597,800	4.2	620,400	593,200	4.6
Mining	9,900	13,500	—26.7	9,700	13,500	—28.1	10,000	13,500	—25.9
Metal Mining	2,000	4,900	—59.2	2,000	5,000	—60.0	2,200	5,000	—56.0
Bituminous Coal Mining	2,900	2,900	0.0	2,800	2,900	—3.4	2,900	2,900	0.0
Other Mining & Quarrying	5,000	5,700	—12.3	4,900	5,700	—14.0	5,000	5,600	—10.7
Contract Construction	38,100	36,700	3.8	35,400	33,700	5.0	33,800	31,400	7.6
Manufacturing	97,200	95,100	2.2	96,100	93,900	2.3	95,700	92,900	3.0
Durable Goods	68,500	67,300	1.8	67,900	66,300	2.4	67,800	65,400	3.7
Primary Metals	5,000	6,000	—16.7	5,100	6,000	—15.0	5,300	5,900	—10.2
Fabricated Metals & Machinery, Exc. Elec.	21,500	20,800	3.4	21,300	20,700	2.9	21,200	20,600	2.9
Electrical Equipment & Supplies	9,700	9,600	1.0	9,800	9,400	4.3	9,800	9,500	3.2
Transportation Equipment	14,300	12,700	12.6	14,100	12,400	13.7	14,100	12,000	17.5
Other Durable Goods	18,000	18,200	—1.1	17,700	17,800	—0.6	17,500	17,500	0.0
Non-Durable Goods	28,700	27,800	3.2	28,200	27,600	2.2	27,800	27,400	1.5
Food & Kindred Products	9,200	8,800	4.5	8,900	8,700	2.3	8,600	8,500	1.2
Textile & Apparel Products	6,300	6,600	—4.5	6,200	6,600	—6.1	6,300	6,700	—6.0
Chemical & Petroleum Products	3,700	3,700	0.0	3,600	3,600	0.0	3,600	3,600	0.0
Other Non-Durable Goods	9,500	8,700	9.2	9,400	8,700	8.0	9,300	8,700	6.9
Trans., Comm., Pub. Util.	37,100	36,500	1.6	36,700	36,300	1.1	36,500	35,800	2.0
Railroad Transportation	3,800	4,000	—5.0	3,800	4,100	—7.3	3,800	4,000	—5.0
Other Transportation	16,900	16,200	4.3	16,600	16,000	3.8	16,500	15,600	5.8
Comm., & Elect., Gas & Pipeline	16,400	16,300	0.6	16,300	16,200	0.6	16,200	16,200	0.0
Trade	149,000	141,200	5.5	147,200	138,900	6.0	145,500	136,600	6.5
Wholesale Trade	36,100	34,800	3.7	35,700	34,400	3.8	35,700	34,200	4.4
Retail Trade	112,900	106,400	6.1	111,500	104,500	6.7	109,800	102,400	7.2
Building Materials	5,700	5,600	1.8	5,500	5,400	1.9	5,400	5,100	5.9
Food Stores	19,600	18,000	8.9	19,300	17,500	10.3	19,200	17,300	11.0
Automotive Dealers & Service Stations	14,100	13,000	8.5	13,800	12,700	8.7	13,500	12,400	8.9
Eating & Drinking Places	36,100	33,600	7.4	35,600	33,000	7.9	34,700	32,100	8.1
Other Retail	37,400	36,100	3.6	37,300	35,900	3.9	37,100	35,500	4.5
Finance, Insurance, & Real Estate	31,500	30,200	4.3	31,100	29,700	4.7	30,800	29,400	4.8
Services	129,000	120,300	7.2	126,800	117,700	7.8	129,800	120,200	8.0
Hotels & Other Lodging Places	9,800	9,300	5.4	9,200	8,800	4.5	9,700	9,500	2.1
Personal Business Services & Amusements	45,000	40,900	10.0	44,000	39,700	10.8	44,100	39,300	12.2
Medical & Other Health Services	33,300	31,700	5.1	33,000	31,300	5.4	32,900	31,200	5.4
Educational Services & Nonprofit Organ.	27,700	26,500	4.5	27,600	26,400	4.5	30,600	29,300	4.4
Other Services	13,200	11,800	11.9	13,000	11,500	13.0	12,500	10,900	14.7
Government	136,100	130,100	4.6	139,400	134,100	4.0	138,300	133,300	3.8
Federal Government	39,600	37,800	4.8	39,400	37,600	4.8	39,300	37,500	4.8
U.S. Federal Defense	23,200	22,300	4.0	23,100	22,300	3.6	23,100	22,200	4.1
Other Federal Government	16,500	15,500	6.5	16,300	15,300	6.5	16,200	15,300	5.9
State Government	35,000	34,100	2.6	36,600	36,100	1.4	36,600	35,800	2.2
State Education	18,900	18,100	4.4	20,700	20,300	2.0	20,700	20,200	2.5
Other State Government	16,100	15,900	1.3	15,900	15,800	0.6	15,900	15,600	1.9
Local Government	61,500	58,300	5.5	63,400	60,500	4.8	62,500	60,000	4.2
Local Education	37,500	35,500	5.6	40,300	38,200	5.5	39,900	38,300	4.2
Other Local Government	24,000	22,800	5.3	23,100	22,200	4.1	22,500	21,700	3.7
Labor—Management Disputes	0	0	—	0	0	—	0	0	—

Note: Labor disputes are added into civilian labor force totals, but are excluded from nonagricultural payroll job totals.
f = forecast, p = preliminary, r = revised.
Source: Utah Department of Employment Security, Labor Market Information Services. Prepared in conjunction with U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 3. EMPLOYMENT STATUS OF UTAH'S POPULATION AND NONAGRICULTURAL JOBS BY INDUSTRY
(Numbers in Thousands, Seasonally Adjusted)

	June '85 (f)	June '84	Percent Change	May '85 (p)	Apr. '85 (r)	Mar. '85	Feb. '85	Jan. '85	Dec. '84	Nov. '84	Oct. '84
CIVILIAN LABOR FORCE	731.2	719.3	1.7	729.3	734.9	740.1	748.0	753.7	734.6	732.1	728.8
TOTAL EMPLOYED PERSONS	687.6	676.6	1.6	685.0	687.3	687.3	695.3	702.6	688.2	685.2	681.4
UNEMPLOYED PERSONS	43.6	42.6	2.3	44.3	47.6	52.8	52.7	51.0	46.4	46.9	47.5
Unemployment Rate	6.0	5.9	—	6.1	6.5	7.1	7.0	6.8	6.3	6.4	6.5
NONAGRICULTURAL JOBS[1]	624.8	600.6	4.0	623.4	622.8	621.8	621.3	622.0	614.2	613.4	609.6
Mining	9.9	13.5	—26.7	9.9	10.2	11.2	11.3	11.2	11.8	12.0	11.1
Contract Construction	35.7	34.3	4.1	35.5	36.1	36.7	38.8	38.9	36.4	35.8	36.2
Manufacturing	96.4	94.3	2.2	96.8	96.8	96.6	96.9	96.6	94.7	95.1	95.5
Durable Goods	68.0	66.8	1.8	68.4	68.6	68.4	68.5	68.8	67.1	67.3	68.0
Nondurable Goods	28.4	27.5	3.3	28.4	28.2	28.2	28.4	27.8	27.6	27.8	27.5
Trans., Comm., & Publ. Util.	36.6	36.0	1.7	36.6	36.8	36.6	36.9	37.2	37.0	36.8	36.4
Trade	149.0	141.3	5.4	148.0	147.8	147.1	146.2	146.3	143.6	144.1	142.7
Wholesale	35.8	34.6	3.5	35.7	35.9	35.9	35.6	35.6	34.7	35.0	35.0
Retail	113.2	106.7	6.1	112.3	111.9	111.2	110.6	110.7	108.9	109.1	107.7
Finance, Ins., & Real Est.	31.3	30.0	4.3	31.2	30.9	30.8	30.8	30.8	30.1	30.1	29.9
Services	129.8	121.0	7.3	129.5	128.4	128.5	127.5	127.8	125.2	124.6	123.1
Government	136.1	130.2	4.5	135.9	135.8	134.3	132.9	133.2	135.4	134.9	134.7
Federal	38.5	36.8	4.6	38.9	38.9	38.6	38.3	38.5	38.7	38.3	38.2
State	35.9	35.0	2.6	35.4	35.8	35.0	34.9	35.0	35.4	35.7	35.6
Local	61.7	58.4	5.7	61.6	61.1	60.7	59.7	59.7	61.3	60.9	60.9

[1] Includes full and part-time jobs held by individuals, including multiple jobs held by the same person. Job figures are by place of work.
f = forecast, p = preliminary, r = revised.
Source: Utah Department of Employment Security, Labor Market Information Services.

TABLE 4. DISTRIBUTION OF NONAGRICULTURAL EMPLOYMENT BY SEX, AND PRODUCTION WORKERS, BY INDUSTRY, IN UTAH, MAY 1985
(Employment in Thousands)

	Male			Female			Production Workers	
	May 1985(p)	% Change from May '84	Percent Distribution	May 1985(p)	% Change from May '84	Percent Distribution	May 1985(p)	Percent of Industry
TOTAL	362.4	3.8	100.0	260.0	4.5	100.0	NA	NA
Mining	9.1	—28.9	2.5	0.6	—14.3	0.2	7.6	78.4
Contract Construction	32.2	3.9	8.9	3.2	18.5	1.2	27.4	77.4
Manufacturing	66.6	2.8	18.4	29.5	1.4	11.3	62.9	65.4
Durable Goods	49.8	4.8	13.7	18.1	1.7	7.0	44.2	65.1
Nondurable Goods	16.8	3.1	4.7	11.4	1.8	4.3	18.7	66.3
Transportation, Commun., & Pub. Util.	25.6	1.6	7.1	11.1	0.0	4.2	25.8	70.3
Total Trade	79.5	7.0	21.9	67.7	4.8	26.0	130.6	88.7
Wholesale Trade	26.3	1.5	7.3	9.4	10.6	3.6	30.4	85.2
Retail Trade	53.2	9.9	14.6	58.3	3.9	22.4	100.2	89.9
Finance, Insurance, & Real Estate	11.7	—3.3	3.2	19.4	10.2	7.5	24.5	78.8
Services	61.9	11.7	17.1	64.9	4.2	25.0	91.7	72.3
Total Government	75.8	3.6	20.9	63.6	4.4	24.5	NA	NA
Federal Government	25.5	3.7	7.0	13.9	6.9	5.3	NA	NA
U.S. Department of Defense	16.5	1.9	4.6	6.6	8.2	2.5	NA	NA
Other Federal Government	9.0	7.1	2.5	7.4	8.8	2.8	NA	NA
State Government	17.5	0.0	4.8	19.1	2.7	7.3	NA	NA
State Education	11.7	0.9	3.2	9.0	3.4	3.5	NA	NA
Other State Government	5.8	—1.7	1.6	10.1	1.0	3.8	NA	NA
Local Government	32.8	5.1	9.1	30.6	4.4	11.8	NA	NA
Local Education	16.7	3.1	4.6	23.6	7.3	9.1	NA	NA
Other Local Government	16.1	7.3	4.5	7.0	—4.1	2.7	NA	NA

p = preliminary.
Source: Utah Department of Employment Security, Labor Market Information Services.

TABLE 5. LABOR FORCE AND EMPLOYMENT IN UTAH'S METROPOLITAN LABOR MARKET AREAS

	Salt Lake — Ogden[1]					Provo — Orem[2]				
	June '85(f)	June '84	% Chg.	May '85(p)	Apr.'85(r)	June'85(f)	June'84	% Chg.	May'85(p)	Apr.'85(r)
CIVILIAN LABOR FORCE	488,200	480,000	1.7	482,800	480,300	92,000	89,300	3.0	90,000	94,100
Employed	460,600	453,400	1.6	456,100	452,400	85,800	83,900	2.3	83,900	86,800
Unemployed	27,600	26,600	3.8	26,600	27,900	6,200	5,400	14.8	6,100	7,300
Percent of Labor Force	5.7	5.5	—	5.5	5.8	6.7	6.1	—	6.8	7.7
Total Nonagricultural Jobs	447,500	430,400	4.0	444,000	440,800	69,900	66,900	4.5	68,900	71,500
Mining	2,700	5,800	—53.4	2,700	2,800	200	100	100.0	200	200
Contract Construction	25,500	24,300	4.9	23,500	22,800	3,600	3,600	0.0	3,400	3,200
Manufacturing	66,800	65,100	2.6	66,200	66,200	12,600	12,600	0.0	12,500	12,400
Durable Goods	48,200	47,300	1.9	47,900	48,000	9,300	9,400	—1.1	9,200	9,200
Nondurable Goods	18,600	17,800	4.5	18,300	18,200	3,300	3,200	3.1	3,300	3,200
Transp., Commun., & Pub. Util.	29,300	29,000	1.0	28,900	28,900	2,400	2,300	4.3	2,300	2,200
Total Trade	110,600	105,000	5.3	109,600	108,300	14,800	14,000	5.7	14,700	14,600
Wholesale Trade	31,200	30,100	3.7	30,900	30,900	1,700	1,600	6.3	1,700	1,700
Retail Trade	79,400	74,900	6.0	78,600	77,300	13,200	12,400	6.5	13,100	12,900
Finance, Insurance, & Real Est.	25,900	24,800	4.4	25,400	25,100	2,200	2,100	4.8	2,200	2,200
Services	90,400	84,300	7.2	89,400	89,000	21,200	19,700	7.6	20,700	23,800
Total Government	96,300	92,100	4.6	96,300	97,800	13,000	12,400	4.8	13,000	13,000

[1] Includes Salt Lake, Tooele, Davis, Morgan, and Weber counties.
[2] Coterminous with Utah County.
Note: The current month's figures are forecast; the previous month's are preliminary. Detail may not add to totals because of independent rounding.
Source: Utah Department of Employment Security, Labor Market Information Services. Preliminary and revised months, Employment and Earnings — Utah, prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 6. CIVILIAN LABOR FORCE AND COMPONENTS IN UTAH BY PLANNING DISTRICT AND COUNTY

Planning District and County	Not Seas. Adj. Unemployment Rate				Civilian Labor Force			Nonag. Wage and Salary Jobs		
	June '85(f)	May'85(p)	Apr.'85(r)	June'84	June'85(f)	June'84	% Change	June'85(f)	June'84	% Change
State Total	6.2	6.0	6.6	6.1	741,600	729,700	1.6	627,900	603,700	4.0
Bear River	4.5	4.3	5.2	5.5	49,950	50,040	—0.2	36,340	35,070	3.6
Box Elder	3.7	4.0	5.2	4.3	19,580	19,550	0.2	13,650	13,200	3.4
Cache	5.0	4.7	5.2	6.5	29,320	29,300	0.1	22,220	21,320	4.2
Rich	3.7	2.2	3.3	2.3	1,060	1,190	—10.9	470	550	—14.5
Wasatch Front	5.7	5.5	5.8	5.5	488,160	479,970	1.7	447,520	430,420	4.0
North	4.9	4.8	5.3	5.4	153,120	151,530	1.0	109,250	103,480	5.6
Davis	3.9	3.8	4.3	4.5	75,120	75,880	—1.0	52,020	49,610	4.9
Morgan	5.7	5.5	6.9	5.2	2,280	2,230	2.2	980	950	3.2
Weber	5.9	5.7	6.2	6.4	75,720	73,420	3.1	56,240	52,920	6.3
South	6.0	5.9	6.0	5.6	335,040	328,440	2.0	338,270	326,940	3.5
Salt Lake	6.0	5.8	6.0	5.6	324,480	318,210	2.0	327,400	316,510	3.4
Tooele	6.4	6.6	7.1	5.6	10,560	10,230	3.2	10,870	10,430	4.2
Mountainlands	7.2	7.3	8.1	6.7	104,390	101,110	3.2	77,660	74,030	4.9
Summit	8.6	9.7	8.3	9.1	9,250	8,570	7.9	5,620	5,070	10.8
Utah	6.7	6.8	7.7	6.1	91,960	89,320	3.0	69,930	66,890	4.5
Wasatch	15.5	15.8	17.7	15.8	3,170	3,220	—1.6	2,110	2,070	1.9
Central	8.3	7.7	9.5	7.8	28,000	27,820	0.6	16,400	15,880	3.3
Juab	13.3	14.4	17.2	12.8	2,100	2,280	—7.9	1,500	1,600	—6.3
Millard	5.9	5.6	4.9	6.4	8,700	8,210	6.0	5,150	4,640	11.0
Piute	11.3	11.4	15.6	8.6	490	480	2.1	200	190	5.3
Sanpete	13.4	11.2	16.3	10.0	7,190	7,160	0.4	3,750	3,760	—0.3
Sevier	5.2	5.1	6.1	6.2	8,530	8,700	—2.0	5,360	5,260	1.9
Wayne	8.1	7.4	10.7	6.7	1,000	990	1.0	440	420	4.8
Southwestern	6.5	6.1	7.0	6.7	29,010	27,170	6.8	19,860	18,120	9.6
Beaver	6.1	4.5	9.5	6.5	2,730	2,320	17.7	1,580	1,260	25.4
Garfield	8.5	9.5	14.6	9.3	2,180	2,150	1.4	1,650	1,570	5.1
Iron	7.1	6.7	6.1	7.3	8,710	8,480	2.7	6,430	6,080	5.8
Kane	7.7	10.6	14.2	8.0	2,080	2,030	2.5	1,250	1,180	5.9
Washington	5.6	4.9	5.0	5.6	13,310	12,200	9.1	8,950	8,030	11.5
Uintah Basin	8.7	9.0	10.0	8.3	19,510	19,630	—0.6	13,560	13,350	1.6
Daggett	9.9	3.0	2.8	2.0	460	410	12.2	260	250	4.0
Duchesne	10.3	10.3	10.9	8.5	7,070	7,310	—3.3	4,330	4,460	—2.9
Uintah	7.7	8.5	9.6	8.3	11,980	11,920	0.5	8,970	8,640	3.8
Southeastern	11.4	10.9	12.0	13.0	22,610	23,930	—5.5	16,530	16,790	—1.5
Carbon	11.7	11.3	11.0	12.1	9,760	9,950	—1.9	7,490	7,420	0.9
Emery	11.9	11.7	13.4	14.2	5,540	6,380	—13.2	3,640	4,060	—10.3
Grand	11.8	11.7	15.9	16.0	3,060	3,200	—4.4	2,360	2,290	3.1
San Juan	9.7	8.0	8.9	11.2	4,260	4,400	—3.2	3,050	3,030	0.7

f = forecast, p = preliminary, r = revised. This forecast unemployment rate represents an advanced estimate consistent with the definition applicable to the CPS rate. This forecast rate should not be used for federal funding applications.
Source: Utah Department of Employment Security, Labor Market Information Services. Prepared in conjunction with U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 7. HOURS AND EARNINGS OF PRODUCTION WORKERS IN SALT LAKE-OGDEN LABOR AREA

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	May(p) 1985	Apr.(r) 1985	May 1984	May(p) 1985	Apr.(r) 1985	May 1984	May(p) 1985	Apr.(r) 1985	May 1984
MINING	$491.36	$516.34	$567.16	41.5	43.1	44.0	$11.84	$11.98	$12.89
CONSTRUCTION	488.05	509.35	530.96	37.6	39.7	40.5	12.98	12.83	13.11
MANUFACTURING	363.53	356.96	357.88	39.6	39.4	40.9	9.18	9.06	8.75
Durable Goods	381.64	372.08	371.55	40.8	40.4	41.7	9.40	9.21	8.91
Nondurable Goods	313.54	315.13	321.26	36.8	36.6	38.8	8.52	8.61	8.28
TRADE	237.12	234.05	228.38	31.2	31.0	31.5	7.60	7.55	7.25
Wholesale Trade	359.54	355.75	356.90	36.8	36.6	37.1	9.77	9.72	9.62
Retail Trade	189.66	187.27	178.44	29.0	28.9	29.3	6.54	6.48	6.09
AVERAGE	318.32	315.08	324.35	34.6	34.7	35.8	9.20	9.08	9.06

Note: Average hours includes hours actually worked or remunerated. Average hourly and weekly earnings include incentive and premium pay. Data may be affected by labor disputes. p = preliminary. r = revised.
Source: Utah Department of Employment Security, Labor Market Information Services. Prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 8. HOURS AND EARNINGS OF PRODUCTION WORKERS IN UTAH

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	May(p) 1985	Apr.(r) 1985	May 1984	May(p) 1985	Apr.(r) 1985	May 1984	May(p) 1985	Apr.(r) 1985	May 1984
MINING	$552.08	$559.09	$533.20	43.3	43.9	43.0	$12.75	$12.28	$12.40
Metal Mining	539.52	516.61	540.42	39.7	37.3	40.3	13.59	13.85	13.41
Bituminous Coal Mining	629.59	605.52	600.01	39.3	38.3	39.5	16.02	15.81	15.19
CONSTRUCTION	460.74	482.89	495.50	36.8	38.6	38.5	12.52	12.51	12.87
MANUFACTURING	376.81	372.93	353.23	40.3	40.1	39.6	9.35	9.30	8.92
Durable Goods	403.50	396.98	373.77	41.9	41.7	41.3	9.63	9.52	9.05
Primary Metal Industries	620.84	610.10	580.32	44.0	43.3	41.9	4.11	14.09	13.85
Fabricated Metal Prod. & Mach.	374.50	368.38	357.21	42.8	42.1	40.5	8.75	8.75	8.82
Transportation Equipment	486.26	485.28	451.14	42.1	41.3	42.4	1.55	11.75	10.64
Nondurable Goods	314.76	316.54	304.38	36.6	36.3	35.6	8.60	8.72	8.55
Food & Kindred Products	293.56	291.34	298.24	35.8	35.4	37.8	8.20	8.23	7.89
Chemicals & Petroleum Products	556.37	543.54	522.34	43.5	42.9	41.0	12.79	12.67	12.74
TRADE	216.90	214.86	214.20	30.0	29.8	30.6	7.23	7.21	7.00
Wholesale Trade	347.36	343.90	342.37	35.7	35.6	36.5	9.73	9.66	9.38
Retail Trade	177.44	175.00	175.10	23.3	28.0	28.8	6.27	6.25	6.08
Food Stores	224.44	211.03	230.50	29.3	28.1	29.4	7.66	7.51	7.84
Other Retail	180.13	179.04	165.52	29.1	28.6	29.4	6.19	6.26	5.63
AVERAGE	317.40	316.59	318.71	34.5	34.6	35.1	9.20	9.15	9.08

Note: Average hours includes hours actually worked or remunerated. Average hourly and weekly earnings include incentive and premium pay. Data may be affected by labor disputes. p = preliminary. r = revised.
Source: Utah Department of Employment Security, Labor Market Information Services. Prepared in conjunction with U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 9. EMPLOYMENT SECURITY ACTIVITIES IN UTAH

	THIS YEAR			YEAR AGO	
	Forecast June '85	Preliminary May '85	Final Apr. '85	Final June '84	Final May '85
Number of New Nonfarm Jobs Listed	8,500	9,509	9,207	8,634	10,205
Job Openings Unfilled Last Month	5,800	5,682	6,858	5,150	5,150
Total Number of Nonfarm Jobs Available	14,300	15,191	16,065	13,784	15,355
Number of New Applications for Jobs	11,500	9,131	9,598	9,924	9,478
Total Nonfarm Job Placements	8,100	6,767	6,331	7,066	7,743
Initial Claims (Key Week)	1,609	2,058	2,323	1,246	1,512
Weeks Claimed (Key Week)	10,911	11,335	13,636	10,723	13,254
Monthly Insured Unemployment Rate (Key Week)	1.98	2.09	2.51	2.09	2.59
Amount of Unemployment Compensation Paid	$5,893,000	$6,525,088	$8,184,264	$4,166,332	$5,486,928

Note: All claims data include Regular UI, UCFE, and UCX, claims only.
Source: Utah Department of Employment Security, Labor Market Information Services.